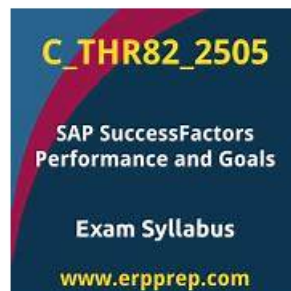


C_THR82_2505 Verified Answers: Free PDF 2026 SAP Realistic SAP Certified Associate - SAP SuccessFactors Performance and Goals Practice Mock



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">360 Reviews: This section of the exam measures skills of Performance Management Specialists in configuring and deploying 360-degree feedback processes. It covers form templates, participant selection, and distribution workflows to gather comprehensive peer evaluations.
Topic 2	<ul style="list-style-type: none">Calibration: This section of the exam evaluates the knowledge of SAP Consultants in setting up calibration sessions. It includes user role assignment, template usage, and session management to support unbiased performance reviews and data-driven decision-making.
Topic 3	<ul style="list-style-type: none">Performance Rating and Permissions: This section of the exam assesses the understanding of Performance Management Specialists in configuring rating behaviors and permissions. It covers the control of visibility and edit rights across different user roles in the performance management cycle.
Topic 4	<ul style="list-style-type: none">Route Maps" This section of the exam assesses the ability of SAP Consultants to configure route maps. It includes defining stages, roles, and routing conditions that determine the flow of performance forms between employees, managers, and HR.

Topic 5	<ul style="list-style-type: none"> • AI Features: This section of the exam measures skills of SAP Consultants in applying AI-driven enhancements in performance management. It involves configuring features like intelligent suggestions and automated summaries to improve efficiency and personalization.
Topic 6	<ul style="list-style-type: none"> • Configuration of Performance Management: This section of the exam measures skills of SAP Consultants in managing backend configuration for performance processes. It involves provisioning settings, XML modifications, and basic system integrations to ensure successful form deployment.
Topic 7	<ul style="list-style-type: none"> • Job Architecture and Attributes: This section of the exam assesses the knowledge of SAP Consultants in working with job structure elements. It includes configuration of job roles, families, and attributes that are essential for defining performance expectations and linking goals to job frameworks.
Topic 8	<ul style="list-style-type: none"> • Goal Management: This section of the exam measures skills of Performance Management Specialists and covers how to configure and manage goal plans, goal library usage, and cascading goals. It ensures alignment of employee objectives with organizational strategies through effective goal-setting functionality.
Topic 9	<ul style="list-style-type: none"> • Form Templates: This section of the exam evaluates the abilities of Performance Management Specialists to create and customize performance review forms. It includes form sections, rating scales, and layout settings necessary for collecting structured employee evaluations.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q29-Q34):

NEW QUESTION # 29

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.

- A. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- B. The Get Feedback feature, to collect additional comments on the form
- C. The Stack Ranker, to evaluate competencies and skills for their direct reports
- D. The Ask for Feedback button, to send an e-mail to internal or external users
- E. The Stack Ranker, to evaluate objectives and skills for their direct reports

Answer: A,C,D

NEW QUESTION # 30

Where can you export and import translations of a performance form in Admin Center?

- A. In Manage Languages
- B. In Text Replacement
- C. In Import Translations
- D. In Manage Form Label Translations

Answer: D

NEW QUESTION # 31

Which of the following are considerations when you are converting legacy templates to the latest version?

- A. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- B. The background style for the status field is supported in both RGB and HEX.
- C. Any existing Group Goal data from the legacy template will be retained.
- D. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

Answer: A,D

NEW QUESTION # 32

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session? Note: There are 2 correct answers to this question.

- A. When distribution guidelines are enforced but NOT met within the calibration session.
- B. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- C. When any of the views in the session include unrated subjects.
- D. When subjects with comments from the current session are NOT marked as discussed.

Answer: A,B

NEW QUESTION # 33

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Add attachments to one of your activities.
- B. Add your own meeting notes to assist with the 1:1 meeting.
- C. Create a new development goal from your activities view.
- D. Send a channel invitation to your colleague to have regular 1:1 meetings.
- E. Provide coaching advice to your direct report in the 1:1 meeting.

Answer: A,B,C

NEW QUESTION # 34

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